

August 21, 2013

Ms. Carla Maglio Gomez Assistant Director Department of Human Resources City of Miami Beach 1700 Convention Center Drive Miami Beach, Florida 33139

Dear Ms. Gomez:

As we discussed, I am happy to provide information concerning updating the salary scales presented in our August 2009 report. In order to bring these scales to current compensation levels, we recommend that they be increased by 7%. This 7% adjustment is based on the approximate cumulative increase in the Employment Cost Index since 2009.

I hope this information is helpful to you. Please do not hesitate to contact me if I may provide further information.

Sincerely,

Stephen E. Condrey, Ph.D.

President